

on campus

association of university and college employees

Vol. 1 No. 2

FEBRUARY, 1982

All About Pensions — Part 2

By JOYCE DIGGINS

To start at the top, so to speak, is to consider first the Canada Pension Plan and then to move on to Provincial and private sector plans.

The CPP Act, 1965 (as amended) says in preamble that it is an integral part of Canada's social security system, "serving as the vehicle whereby millions of members of the Canadian labour force acquire and retain, during their productive years, protection for themselves and their families against loss of income due to retirement, disability or death, regardless of where their employment may take them in Canada, and under certain circumstances outside Canada.

And how is this money pool entrusted to Ottawa for our protection? Contributions are made by employees paying 1.8% of their contributory earnings and their employer paying a similar amount on their behalf.

In 1981, this excludes the first \$1,400 of earnings and the maximum earnings on which contributions can be made is \$14,700. If you do nothing else for yourself this winter — write to the Income Security Programs, National Health and Welfare Canada, Ottawa, Ontario, and ask them to send you a print-out of your Canada Pension contributions to date.

The second thing to do is attend the Pension Information seminar being held here in Vancouver under the sponsorship of the Secretary of State for the Status of Women, and held at Hycroft (University Women's Club,) on Saturday, March 6, 1982. Please confirm the date and time with the Union Office so that you are certain of the information. At the time of writing this information has not been finalized.

The CPP is a compulsory plan covering virtually all Canadian employment. The Canada Pension Plan operates in all provinces except Quebec. Just as stated, since the contributions are earning related, it follows that the continuing discrepancy between wages earned by men and those earned by women will have an everlasting effect on their usable income — just as it keeps women in the lower income brackets in their earning years — so does it keep them in various degrees of poverty in their retirement years.

The Canada Pension Plan (CPP) does not operate in Quebec because this province exercised its constitutional prerogative to establish a similar provincial pension plan to operate in lieu of CPP. As events have turned out this has turned out to be to the detriment of women in other parts of Canada. The Quebec Pension Plan Act, 1965 offers women employed in Quebec, and dependents of men working in Quebec, better benefits.

The area in which Quebec leads Canada is that of coverage for child rearing. Quite apart from pension coverage for women taking a pregnancy leave, the question has arisen as to what provisions for pension accumulation should exist during periods of child raising. Much lip service, but little reward, is paid to women who fill this important role.

The suggestion that has attracted the most support is enactment of the "drop-out" provision to the CPP. Women in Quebec are currently covered by a "drop-out" clause in the QPP which allows them to raise children up to the age of seven years without prejudice to their future QPP benefits. Years spent raising young children are to be counted when the calculation as to average earnings is made for the purpose of arriving at the benefit payment level. All other provinces except Ontario and British Columbia favour such a clause in the CPP. There is a lobby in Canada writing to the Premier of Ontario to urge his government to withdraw their veto of the inclusion of the "drop-out" provision.

In order that we all understand our public plan benefits, e.g. National and Provincial government pensions, as well as those other benefits that come to us through private investment, e.g. Registered Retirement Savings Plan, or those pension plans offered by employers, e.g. U.B.C. Pension Plan for staff, you should make it your business to know what you have, what you will need to "put by", and how to play a role in the best management of your assets.

Since I have heard no howls of "boring" I will go further in the next newsletter on what improvements can be looked for in the coming session of parliament. The Canada Pension Act is amended so infrequently that it is vital to take an interest in the needed changes that are being proposed.

Provincial responsibility in pension benefits are also a very important aspect. In British Columbia we have a fairly enlightened view of disposal of marriage assets — and this too will be looked at in the light of pension benefits.

Thanks
to
Sheila Bennie
Jet Blake
Pat House
Wendy Lymer
for
their help on
this issue

Health and Safety

Reprinted from the November, 1981 edition of *SECOND OPINION*, Coalition for the Medical Rights of Women.

Face Rashes Linked With Use of VDT's



NOTICE OF MOTION:
THAT the Membership of AUCE Local One approve payment for the purchase of stationery and envelopes for the Union Office.

Commentary on UBC Report article 'Retrenchment Report'

It has been recommended that the University cut back \$7.4 million. Of this total, the Library is to cut \$564,000. This budget shortfall was seen well in advance and the Library was able to cut its clerical staff substantially by not filling positions as they became vacant as of September 1, 1981, that is well in advance of the 1982-83 budget year. In fact, it is estimated that the Library will have saved approximately \$360,000 from the period September 1, 1981 to March 31, 1983.

AUCE Local 1 should recommend that no more layoffs of clerical staff take place, because through attrition, clerical support staff have already been reduced substantially. Layoffs should take place within librarian ranks if proper and efficient work schedules are to be maintained. In fact, it could be surmised that if so many librarians, who are paid more than clerical support staff for doing essentially the same tasks, would not have been employed in recent months that the deficit would not have been so large.

In conclusion, AUCE Local 1 should recommend that since well over half the library shortfall has already been saved through attrition, no more layoffs or attrition should occur within the ranks of clerical staff. Extra monies should be generated by direct library card fees of students and faculty, lower purchases for books and serials. Special appropriations are often made for book purchases, as was done in the Fall of 1981, a special appropriation of several million dollars was made to the library. These special appropriations should be made after the impact of the new budget is felt.

Richard Melanson
Library Assistant

deliver to

TAGGART Janet Lee
Catalogue Records
Library Processing Centre

By TED BYRNE
Chairperson
Grievance
Committee

grievance REPORT

There hasn't been a Grievance Committee Report at any of the last three General Membership meetings because the Grievance Committee report is near the end of the agenda. This report, therefore, will be rather long and detailed.

First of all, I'd like to say that it's very surprising to the Grievance Committee that we haven't received a swarm of grievances concerning **Reductions in the Workforce** (article 5.04) and **Bargaining Unit Work** (5.06). We know that there are many AUCE positions vacant at this time (approx. 40 in the Library system alone), and that this must be creating an increase in the work-load of those of us still working. If you are taking on duties which are not in your classification, if you're being overworked because of vacancies in your department, if you see other non-bargaining unit workers doing AUCE work, if you've been transferred from your regular job, it's your responsibility to make the situation known to your shop steward and to grieve if there are grounds for a grievance. If you have any problems relating to the current spending freeze, contact your shop steward. If you don't know who your steward is, contact the Union Office and find out.

We currently have three grievances for which arbitration has been invoked. Two of them are still under consideration by the Grievance Committee, and have not been passed on to our lawyers. One is a reclassification grievance, and we are waiting on the decision of a similar case that is currently being arbitrated, as we recently lost two reclassification arbitrations.

The third grievance was recently unresolved at Step 3 of the grievance procedure (meeting with University Labour Committee). A part-time worker went on maternity leave, and the UIC regulations were such at that time that she didn't qualify for benefits. The question is whether or not she is entitled to any compensation from the University. Our contract says that 'six months following her return to work, the employee shall be paid by the University the difference of the benefits received and the employee's monthly salary.' AUCE Local 2 has the same clause, and employees in the situation I've described do receive compensation. Another similar case has also come up since this one was discussed with the employer. (See the notice of motion in this issue).

We have a large number of policy grievances in process. Most importantly, we have two grievances concerning **Reductions in the Workforce** (5.04) and **Bargaining Unit Work** (5.06). One of them concerns the problem of AUCE positions being left indefinitely vacant, and the work consequently being done by other members of the bargaining unit, or by workers outside of the bargaining unit. The Grievance Committee is currently considering whether it would be to our advantage to proceed to arbitration with a general policy grievance that questions the University's right to leave positions indefinitely vacant, or whether it would be better to grieve specific instances where we find that articles 5.04 and 5.06 are being violated. We have already filed one such grievance concerning the Woodward Library which

will be sent to arbitration as soon as the costs are approved by the membership. One of the Grievance Committee members has agreed to act as counsel in this case, so there will be no lawyer's fees. We are preparing another such grievance in a department where a CUPE worker has been assigned the duties of a vacant AUCE position. We are anxious to hear from anyone else who can give us evidence of the violation of these articles.

The other grievance based on these articles of the collective agreement concerns vacant AUCE positions being arbitrarily changed to non-union professional status, without the nature of the work essentially changing. This grievance will go to arbitration if the expenses are approved at the next general meeting.

Our grievance regarding the form that was being signed by short-term employees — a form that waives rights to notice of lay-off — has gone to the Labour Relations Board under Section 96.01 of the Labour Code. The grievance on implementation of the new job descriptions and pay-grades for Computer Operators and Word Processing Operators has also gone to the LRB. The University is now considering the proposals that we've made through the Labour Relations Officer. The resolution sought is a reversal of the implementation of the new pay grades for the Computer Operators, which were never approved by the Union, and the incorporation of word processing operator job duties into existing job standards. There are no word processing operators as yet, and it is our hope that the duties of this new classification can be incorporated into already existing job classifications, so that people already working within the bargaining unit can be trained to do this work if they wish.

A grievance concerning severance notices is currently in process. We object to the section of the forms which ask the supervisor: "Would you rehire" this employee, "yes" or "no." No explanation is currently required. The University is considering omitting this question from the new forms soon to be printed.

Our discussions with the University regarding their responsibility to inform and consult employees when technological changes are being considered are still ongoing. The specific area involved is the Library Processing Centre.

As yet we have had no response on a leave of absence arbitration that was completed some months ago. One reclassification arbitration is still

before the Labour Relations Board. Another reclass grievance was recently settled on the eve of arbitration.

Another arbitration concerning several issues was recently completed, and the decision gave us a declaration that an 'involuntary transfer' had occurred (useful as a precedent when it comes to defining the term, and that the grievor should have been given a choice of a particular position on the basis of her seniority. The arbitrator, however, would not declare that the job in question was misclassified, nor that the University had violated article 1.01, 8.01 and 9.03 of the collective agreement. Part of the grievance dealt with article 24.05(c), which states that 'Where a permanent change is considered in the location of work areas or in working procedures, the employees concerned must be consulted before any changes may begin.' The arbitrator would not declare that the University had failed to consult with the grievor, nor would he award damages for the same. However, his decision regarding this issue is partly in our favour, since he states that the employer complied with the 'letter' of the article, but not with its 'spirit.' His decision reads, in part,

I do not agree with the submission of counsel for the Employer that Article 24.05(c) is merely "... intended to give the employees concerned notice of impending changes in work areas or work procedures."

In other words, consultation means consultation, not simply notice of intent.

An hours of work grievance was settled before arbitration on the basis of a last minute compromise. The grievor agreed to settle for a nine-day fortnight rather than a four-day week.

The leave of absence grievance, and the related employee file grievance that caused so much discussion during our September general meeting, were both settled before arbitration. We dropped the leave of absence grievance because the grievor had left the employ of the University. The University settled with us on the employee files grievance, removing all grieved documents from the employee's file.

Five people were involuntarily transferred in the Library due to the elimination of an entire unit. We had several meetings with the University, and all of the people involved are being transferred to vacancies elsewhere in the Library, but they had little choice of positions. The University seems to be proceeding according to our contract, but the incident has caused con-

siderable unhappiness. Lay-off notice was also given to AUCE members in Copy and Duplicating, but the notice has been extended more than once since then. If you receive a lay-off notice, or notice of involuntary transfer, don't lose any time in contacting your shop steward. You do have some rights if such a situation arises.

And finally, we contested the exclusion of an AUCE position in the Finance Department. The reason given by the University for wanting the position removed from the bargaining unit was access to confidential material. The LRB decided to allow the position to be excluded.

Ted Byrne
Chairperson, Grievance Ctte.

Notice of Motions

THAT AUCE Local 1 take the LA 111 reclassification grievance to arbitration and pay all related expenses.

A LA 111, working in a specialized area of the library, applied for reclassification and was turned down. The Grievance Committee feels that the level of responsibility and initiative expected of the position is higher than that of a LA III. This person is responsible for the day to day operation of his library area and has total responsibility in the absence of two librarians. He also trains up to seven people and supervises up to 50 people in addition to that. (Reprinted from November ACROSS CAMPUS).

THAT AUCE Local 1 take the Maternity Leave grievance to arbitration and pay all related expenses

Two women were unable to collect UIC maternity benefits because during the time of their maternity leave the hours necessary to collect benefits changes from 17½ to 20 and then back to 15 hours per week. Both women paid UIC premiums before and after maternity leave but were caught on leave during the time when they had not worked the hours required to collect benefits. We have asked the University to pay the maternity benefit whether these women collected UIC or not. The University will not do this. We have information from our sister local at Simon Fraser University that the university there has paid their part-time employees maternity benefits whether they collected UIC or not.

THAT AUCE Local 1 take the Reduction in the Workforce grievance to arbitration and pay all related expenses.

A large branch library has not posted vacant positions (at least two) although the work continues to be done by other library staff. The Union wants the jobs posted and filled in accordance with the collective agreement.

THAT AUCE Local 1 take the Reduction in the Workforce grievance to arbitration and pay all related expenses.

The Union has made a case to show that eight librarians are now doing the work formerly done by eight Library Assistant IV's. The LA IV positions no longer exist but have been replaced by these librarians. This is a reduction of our bargaining unit and a serious threat to our work group. The Library has advised that these positions are "vacant, deleted from the budget."

Letters

From the Executive

At the July 9, 1980 Executive meeting, the following motions were passed:

THAT any information mailed from the Union Office to the membership should be either through the newsletter or approved by a constituted committee of the union.

THAT the executive of Local 1 approve the two current committees' use of office facilities to send out information to the membership. (These two committees were working on the affiliation question).

The Executive would encourage all members to make use of the Newsletter to pass on information to the membership. If you have a special issue, you should approach the executive for approval to use the office equipment. In the past, it has been very divisive and confusing for members to be receiving information with respect to union issues and not know who the information is from.

The executive wishes to let all members know that we are very receptive to your concerns and encourage you to bring them to our attention. Please call the Union Office for information on the date of the next executive meeting. Executive meetings generally begin at 2:45 p.m. and run to approximately 6:00 p.m.

In future, any information sent out from the Union will be on letterhead and signed by an officer of the union.

From the Union Office . . .

We in AUCE Local 1 are concerned over the misleading memo circulated "to all members of the medical staff," dated December 21, regarding the possibility of strike action by the Hospital Employees Union. In this memo, the administrative staff deliberately misleads the medical staff by stating "that other major unions whose members work at VGH have stated that their members may cross the picket lines if they wish. . ."

On the contrary, we consider any picket line formed as a result of a legal strike against the hospital to be a bona fide picket line. A motion of support for the HEU was passed at the two-hour January 14, 1982 membership meeting. One of the responsibilities of being Union members is honouring picket lines. This motion will protect you when you do not cross a picket line. We remind AUCE members of the AUCE Local 1 bylaws section O.1.(e), which allows for the discipline of members who violate decisions made by the membership.

Current Status of HEU Negotiations

—HEU is returning to the bargaining table on January 14, 1982.
—they are currently in mediation and have no immediate plans to ask the mediator to report out.
—they have not served 72 hour strike notice.
—they see any plans to strike as "pre-mature."

The Fight of HEU Will Affect Us — the issues at stake could affect our own upcoming negotiations. The hospital is

attempting to roll back some of the important gains achieved by HEU in the past, and there is all probability that the University will attempt to do the same thing to us. Some of these rollbacks are:

—to change positions currently full-time to casual, thereby reducing benefits and seniority.
—to remove seniority as the first consideration in transfer and promotion, replacing this with merit.
—to reduce the sick leave entitlement.
—injury on the job to become just cause for layoff.

The success of HEU negotiations will also affect our upcoming negotiations with UBC. HEU is striving to significantly upgrade the value of clerical work — this is one of their three major issues — **EQUAL PAY FOR WORK OF EQUAL VALUE.**

THE THREE MAJOR ISSUES FOR HEU NEGOTIATIONS

- Income security
—general wage increase of \$3.00/hr.
—COLA clause — 1% for each 1% rise in the CPI from Jan. 1/82.
- Equal pay for work of equal value
—the lowest value applied to men within the HEU bargaining unit which is \$1500/mo. shall be applied as the base rate for clerical workers — Clerk I will be paid at \$1500/mo. as well.
—existing differentials will remain intact — i.e.: between Clerk I, Clerk II, etc.
—increments within classifications will be abolished.
- Patient security.

In The Event Of A Strike by the HEU — the Labour Relations Board will determine who are considered to be "essential services," and the employees concerned will be so informed.
—If any AUCE member encounters a picket line at the hospital, they should contact the Union office at 224-2308.

EXECUTIVE MOTIONS

EXECUTIVE MEETING MOTIONS ON NOVEMBER 1, 1981

Moved by Carole Cameron. Seconded by Suzan Zagar. THAT THE FOLLOWING ACTION BE TAKEN: (a) SET UP A PHONING COMMITTEE (FOR SHOP STEWARD MEETINGS). (b) MEET WITH SHOP STEWARDS IN DIVISIONS DURING COFFEE BREAKS. REPORT BACK TO THE EXECUTIVE AT THE FIRST EXECUTIVE MEETING IN DECEMBER. (c) EVERY SIX WEEKS, THE GRIEVANCE COMMITTEE MEETING SHALL ALSO BE A SHOP STEWARD MEETING. (d) COMMITTEE CHAIRPERSONS SHALL UNDERTAKE TO TRAIN NEW MEMBERS. (e) OPEN HOUSE WILL BE HELD IN THE UNION OFFICE ON WEDNESDAY, DECEMBER 16, 1981 BEGINNING AT 11:30 a.m.

The motion was CARRIED UNANIMOUSLY.

Moved by Carole Cameron. Seconded by Wendy Bice. THAT AT EACH EXECUTIVE MEETING, A LIST OF EXECUTIVE ITEMS TO BE REPORTED AT THE NEXT UNION MEETING WILL BE MAINTAINED AND IT SHALL BE THE RESPONSIBILITY OF THE VICE PRESIDENT TO GIVE THAT REPORT WHICH SHALL BE THE FIRST REPORT ON THE AGENDA.

The motion was CARRIED UNANIMOUSLY.

Moved by Murray Adams. Seconded by Wendy Bice. THAT, DURING

REGULAR AUCE LOCAL 1 MEMBERSHIP MEETING

February 18, 1982
IRC #6
12:30-1:30 p.m.
Contract Membership Meetings —
General Discussion

Date: Thursday, Feb. 25, 1982
Place: IRC #6
Time: 12:30-1:30 p.m.
Subject: Job-Evaluation

Date: Friday, Feb. 26, 1982
Place: IRC #6
Time: 12:30-1:30 p.m.
Subject: Grievance Procedure
Technological Change

Date: Monday, March 1, 1982
Place: IRC #2
Time: 12:30-1:30 p.m.
Subject: Wages

Date: Tuesday, March 2, 1982
Place: IRC #6
Time: 12:30-1:30 p.m.
Subject: Benefits

Date: Wednesday, March 3, 1982
Place: IRC #6
Time: 12:30-1:30 p.m.
Subject: Roundup — all proposals

*Membership Meeting To Vote On Proposals

Date: Saturday, March 6, 1982
Place: IRC #2
Time: 1 p.m.-5 p.m.

V.G.H.

VGH Contract Membership Meeting

Date: Wednesday, February 24/82
Place: South Lounge
Nurses Residence
SW corner, 12th & Heather
Time: 12:00-1:00; 1:00-2:00 p.m.
Subject: General discussion

*Voting on contract proposals will take place Saturday, March, 6, 1982 from 1:00-5:00 p.m. — IRC #2.

DISCUSSIONS BETWEEN THE OFFICE STAFF AND SHOP STEWARDS, SHOP STEWARDS WILL BE GIVEN LISTS OF AUCE MEMBERS IN THEIR RESPECTIVE DIVISIONS AND THAT SHOP STEWARDS WILL APPROACH MEMBERS WITH A LIST OF VOLUNTEER DUTIES FOR THE PURPOSE OF ENLISTING VOLUNTEERS WHO WILL BE RESPONSIBLE FOR ACCOMPLISHING THOSE TASKS.

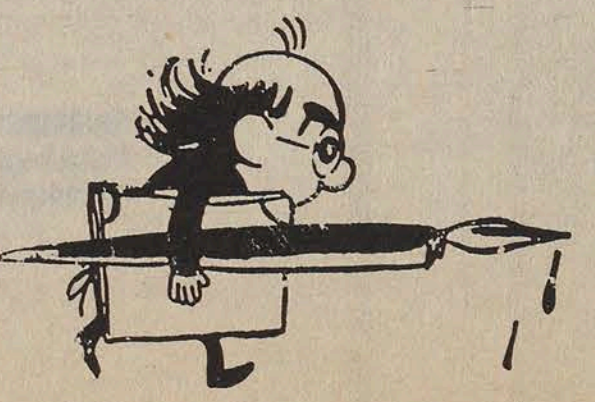
The motion was CARRIED UNANIMOUSLY.

Moved by Murray Adams. Seconded by Ted Byrne. THAT THE EXECUTIVE DECLARE THE CENTRAL PRIORITIES OF THE UNION TO BE 1) ORGANIZING, 2) CONTRACT NEGOTIATIONS, 3) CONTRACT ADMINISTRATION, AND 4) PUBLIC RELATIONS AND THAT THESE PRIORITIES BE REFERRED TO IF QUESTIONED, WITH THE UNDERSTANDING THAT THIS LIST OF PRIORITIES IS NOT INTENDED TO BE AN IRON LAW IN TIMES OF EMERGENCY.

The motion was CARRIED UNANIMOUSLY.

Moved by Murray Adams. Seconded by Wendy Bice. THAT THE EXECUTIVE OF AUCE LOCAL ONE RECOMMENDS TO THE MEMBERSHIP THAT AUCE LOCAL ONE SECEDE FROM THE PROVINCIAL AND THAT THE EXECUTIVE OF AUCE LOCAL ONE UNDERTAKE TO BEGIN SECESSION PROCEEDINGS.

The motion was CARRIED.



NEXT ISSUE DEADLINE:

SUBMISSIONS FOR THE
MARCH ISSUE WILL BE
ACCEPTED NO LATER THAN
FEBRUARY 26, 1982

EXECUTIVE MOTIONS *continued*

Moved by Ted Byrne. Seconded by Wendy Lymer. THAT THE RESULTS OF THE VOTE ON THE MOTION PRIOR TO THIS ONE BE REPORTED AT THE NEXT UNION MEETING AND THAT THE MEMBERSHIP BE ASKED TO ENDORSE IT.

The motion was CARRIED.

Moved by Ted Byrne. Seconded by Murray Adams. THAT THE EXECUTIVE INITIATE INVESTIGATION INTO OPTIONS FOR THE FUTURE OF THIS LOCAL AND THAT EXECUTIVE RETURN WITH A RECOMMENDATION AND INVITE DEBATE ON THE OPTIONS OPEN TO THIS LOCAL.

The motion was CARRIED.

NOVEMBER 12, 1981 EXECUTIVE MEETING

Moved by Carole Cameron. Seconded by Sharon Newman. THAT THE Minutes of the October 7, 1981 Executive Meeting be adopted.

The motion was CARRIED.

MINUTES OF THE EXECUTIVE MEETING IN UNION OFFICE ON DECEMBER 3, 1981

Moved by Sharon Newman. Seconded by Suzan Zagar. THAT THE AGENDA BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

Moved by Suzan Zagar. Seconded by Murray Adams. THAT THE MINUTES OF THE NOVEMBER 1, 1981 EXECUTIVE MEETING BE ADOPTED AS CIRCULATED.

● Added to Section 2(a) was:
Choices:

- 1) Leave the Provincial to get into CUPE and
- 2) Leave the Provincial and remain independent

The motion was CARRIED.

Moved by Murray Adams. Seconded by Suzan Zagar. THAT THE MINUTES OF THE NOVEMBER 12, 1981 EXECUTIVE MEETING BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

Moved by Wendy Bice. Seconded by Murray Adams. THAT THE UNION OFFICE OPEN HOUSE WHICH WAS SCHEDULED FOR WEDNESDAY, DECEMBER 16, 1981 BE RESCHEDULED TO WEDNESDAY, JANUARY 20, 1982.

The motion was CARRIED.

Moved by Wendy Lymer. Seconded by Murray Adams. THAT PAYMENT FOR THE STATIONERY AND ENVELOPES ORDERED THROUGH COLLEGE PRINTERS BE MADE IN \$250 AMOUNTS (ONE PER MONTH) UNTIL A MOTION CAN BE PRESENTED TO THE MEMBERSHIP WITH REGARD TO PAYING OFF THE REMAINDER OWED.

The motion was CARRIED.

Moved by Murray Adams. Seconded by Wendy Bice. THAT, IN THE EVENT THAT THE UNIVERSITY DOES NOT AGREE TO OUR REQUEST TO EXTEND WENDY LYMER'S LEAVE OF ABSENCE TO JANUARY 31, 1982, and RAY GALBRAITH DOES NOT ACCEPT OUR REQUEST THAT HE TAKE A ONE MONTH LEAVE OF ABSENCE TO TEMPORARILY ASSUME THE SECRETARY-TREASURER'S DUTIES, THEN THE ESSENTIAL BOOKKEEPING AND TRANSCRIBING OF MINUTES WILL BE PERFORMED BY WENDY LYMER WHO WILL BE PAID BY THE UNION (AS SHE WILL HAVE RE-

TURNED TO HER FORMER POSITION) AND THE REMAINDER OF THOSE DUTIES WILL BE PERFORMED BY EXECUTIVE MEMBERS ON SHORT TERM LEAVES OF ABSENCE.

The motion was CARRIED.

Moved by Murray Adams. Seconded by Sharon Newman. THAT WENDY BICE AND WENDY LYMER BE DIRECTED TO TAKE RESPONSIBILITY FOR THE PRODUCTION OF THE ELECTION BALLOT WITH THE ASSISTANCE OF COMMUNICATIONS COMMITTEE MEMBERS.

The motion was CARRIED.

● Murray Adams offered to officiate at the counting of the ballots.

Moved by Sheila Rowsell. Seconded by Wendy Bice. THAT THE EXECUTIVE APPOINT MURRAY ADAMS TO ACT AS INTERIM TRUSTEE WHO WILL BEAR RESPONSIBILITY FOR THE COUNTING OF THE BALLOTS.

The motion was CARRIED.

Moved by Murray Adams. Seconded by Sharon Newman. THAT CANDIDATE STATEMENTS FOR ALL ELECTIONS BE A MAXIMUM OF 1,000 WORDS AND THAT THE CONTENTS OF THE STATEMENTS WILL BE UP TO THE CANDIDATES AND THAT NO ENDORSEMENTS WILL ACCOMPANY THE PRESENT BALLOT.

● Murray Adams felt that the candidate for office was the best judge of her/his capabilities and that endorsements should be the candidate's choice.

● Set limit on the length of platform was favoured as it would deter members from submitting excessively large statements.

● If endorsements are accepted, it is unfair to accept them this time, as not all candidates are aware of the opportunity.

● Suzan Zagar expressed concern over editing of existing platforms. She asked that candidates be consulted if editing is required.

● Wendy Lymer felt no endorsements should appear on or with the ballot on the basis that there is no allowance for such items in the Elections Act.

● Marcel Dionne favoured endorsements printed in newsletter.

● Sheila Rowsell opposed endorsements on election ballots.

● Wendy Bice opposed endorsements on ballots. She suggested separate printing of endorsements could be circulated to the membership apart from newsletter and election ballot.

The motion was DEFEATED.

Moved by Wendy Lymer. Seconded by Sheila Rowsell. THAT NO ENDORSEMENTS APPEAR ON THE BALLOT FOR ELECTION OF OFFICERS.

The motion was CARRIED with one vote against.

Contract Committee Report

By MURRAY ADAMS
MEETINGS AND MATERIALS

In accordance with a decision made at the January 14 membership meeting, a series of contract discussion meetings will be held in February and March. (See schedule for dates, times, places and subjects.) At each, the Contract Committee will report on its work and proposals in a specific area of the con-

tract. Questions and open discussion will follow. Since no motions will be considered, and no votes taken, the only procedural rule should be a reasonable limit on the length of any one speech.

Please plan to attend, and bring your ideas and questions. If you cannot attend a meeting, but want a question answered or a point raised, please call or write me at Woodward Library, 228-2882.

Drafts of the Committee's proposals will be distributed to all members, and should be in your hands no later than February 23.

On Saturday, March 6, a final meeting will be held from 1-5 p.m. in IRC 2 to vote on all proposals. The votes taken at that meeting will determine the Union's initial negotiating position.

NEGOTIATIONS

After the March 6 meeting, the Contract Committee will seek an early meeting with the University to begin negotiations. The Committee has, and intends to exercise, discretion to amend or drop proposals in the course of negotiation.

Through contract bulletins, newsletters and meetings, you will hear about progress (or the lack of it) in negotiations. When the University makes a set of proposals which the Committee feels you may (or should) accept, the Committee will bring it, with a recommendation, before a meeting for your decision.

The Contract expires on March 31. Negotiations should be well under way by then, and will continue as long as there is any prospect of agreement. If at length the Committee decides that it cannot negotiate an agreement acceptable to you, it will invite you to consider strike action to support your proposals.

There are three steps in any decision to strike. Firstly, after expiry of the

Contract, a membership meeting must decide whether to hold a referendum strike vote, which would be supervised by the Labour Relations Board. Secondly, a majority of those in the bargaining unit who vote must approve a strike. Finally, another membership meeting must vote to serve 72 hour strike notice.

During our last set of negotiations, the Contract Committee suggested that the first two votes in this three-vote series should **not** be understood as votes to go on strike, but rather as "bargaining tools" to encourage the University to come to an agreement.

This Committee takes the view that a strike vote is only an effective bargaining tool when it credibly indicates your intention to actually strike, and to go on striking until your demands are met.

Strikes have aptly been called "economic warfare." When we strike, we set out to so damage the University that it will accept our negotiating position. There is no prospect of an effective strike which does not involve cost and damage and sacrifice to ourselves and our Union.

The Contract Committee urges you to consider and remember these things as negotiations proceed, to use your many opportunities to debate and vote, and to prepare yourself against the possibility that the only alternative to capitulation may be strike action.

The Union is not a mysterious entity separate from us; it is us. It provides us with the right to make choices, and the obligation to accept the consequences of our decisions.

**Schedule of Contract
Membership
Meetings— Page 3**

Membership Meeting

Thursday, February 18, 1982
IRC 6
12:30 - 1:30 p.m.

1. Adoption of Agenda
2. Adoption of Minutes
3. Business arising from the minutes
4. Business arising from the correspondence.
5. Nominations, Closing

Communications Committee
Grievance Committee
Job Evaluation Committee
Provincial Education Committee
Provincial Rep (1)
Strike Committee

6. Secretary-Treasurer's report
7. Grievance Committee report
8. Contract Committee report
9. Executive report
10. Provincial report
11. Other Business